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14 **UNITED STATES DISTRICT COURT**
15 **FOR THE NORTHERN DISTRICT OF CALIFORNIA**
16 **SAN FRANCISCO DIVISION**

17 AMERICAN FEDERATION OF
18 GOVERNMENT EMPLOYEES, *et al.*

19 Plaintiffs,

20 v.

21 UNITED STATES OFFICE OF PERSONNEL
22 MANAGEMENT, *et al.*,

23 Defendants.

Case No. 3:25-cv-1780-WHA

**DECLARATION OF TIMOTHY D. DILL
IN SUPPORT OF DEFENDANTS'
MARCH 20, 2025 FILING**

1 I, Timothy D. Dill, declare, pursuant to 28 U.S.C. § 1746, as follows:

2 1. I am currently the official performing the duties of the Assistant Secretary of
3 Defense for Manpower and Reserve Affairs of the Department of Defense (“Department”),
4 headquartered in Washington, D.C. I have served in this position since January 22, 2025. The
5 information below is based on my personal knowledge and information I have received in my
6 role at the Department.

7 2. In my role at the Department, I am responsible for personnel policy for the
8 Department of Defense’s civilian workforce. That responsibility includes tracking and recording
9 personnel actions, including terminations. I am responsible for ensuring that all personnel
10 actions, including those related to probationary employees, comply with federal law.

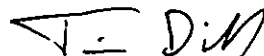
11 3. I am aware of the preliminary injunction issued in this case on March 13, 2025,
12 requiring the Department to offer reinstatement to all probationary employees terminated on or
13 about February 13 and 14, 2025.

14 4. Following a review of individual employee records, Department records indicated
15 that no probationary employees were separated, or notified of termination, in light of recent
16 OPM guidance, on or about February 13 and 14, 2025. The Department subsequently engaged in
17 a more expansive review. Following a review of individual employee records, Department
18 records indicate that since February 13, 2025, the Department separated, or notified of
19 termination, 178 probationary employees in light of recent OPM guidance. The Department has
20 prepared a by-name list of these employees.

21 5. The Department has directed DoD Military Departments and other DoD
22 Components to notify these employees that the court found their termination notices to be
23 unlawful, to offer reinstatement to former employees who received such notices, and to rescind
24 the termination of current employees who received such notices. The Department anticipates
25 that these actions will be completed by the end of this week.

26
27 Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true
28 and correct to the best of my knowledge.

1 Dated: March 20, 2025

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4 Timothy D. Dill
5 Performing the Duties of the
6 Assistant Secretary of Defense for
7 Manpower and Reserve Affairs
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